

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL NOTE**

**SB 758 - HB 986**

February 24, 2019

**SUMMARY OF BILL:** Enacts the *Tennessee Pregnant Workers Fairness Act*. Defines reasonable accommodations for an employer relating to individuals with medical needs arising from pregnancy, childbirth, or related medical conditions. Specifies what an employer is not required to do relating to reasonable accommodations unless the employer would do so for other employees that need a reasonable accommodation.

Makes it a discriminatory practice based on sex for an employer to fail or refuse to make a reasonable accommodation unless the employer can demonstrate that the accommodation would impose an undue hardship on the operation of the business of the employer; or to require an employee to take leave under any leave law or policy of the employer if another reasonable accommodation can be provided and to take adverse action against an employee in the terms, conditions, or privileges of employment for requesting or using a reasonable accommodation.

**ESTIMATED FISCAL IMPACT:**

**NOT SIGNIFICANT**

Assumptions:

- The Department of Human Resources confirms that the proposed legislation will not have a significant impact as the protections it provides are already covered under federal law.
- The Tennessee Human Rights Commission may see an increase in complaints, however, it is reasonably estimated that the number of additional investigations will not be significant and can be accommodated within existing resources.
- Any impact on the Department of Labor and Workforce Development is estimated to be not significant.
- There will not be a sufficient number of civil cases for state or local government to experience any significant increase in revenue or expenditures.
- Any other fiscal impact as a result of this bill will be borne by private employers.

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## **IMPACT TO COMMERCE:**

**NOT SIGNIFICANT**

Assumption:

- The provisions of this legislation is not expected to result in any significant impact to commerce or jobs in Tennessee.

## **CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner". The signature is written in a cursive, flowing style.

Krista Lee Carsner, Executive Director

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